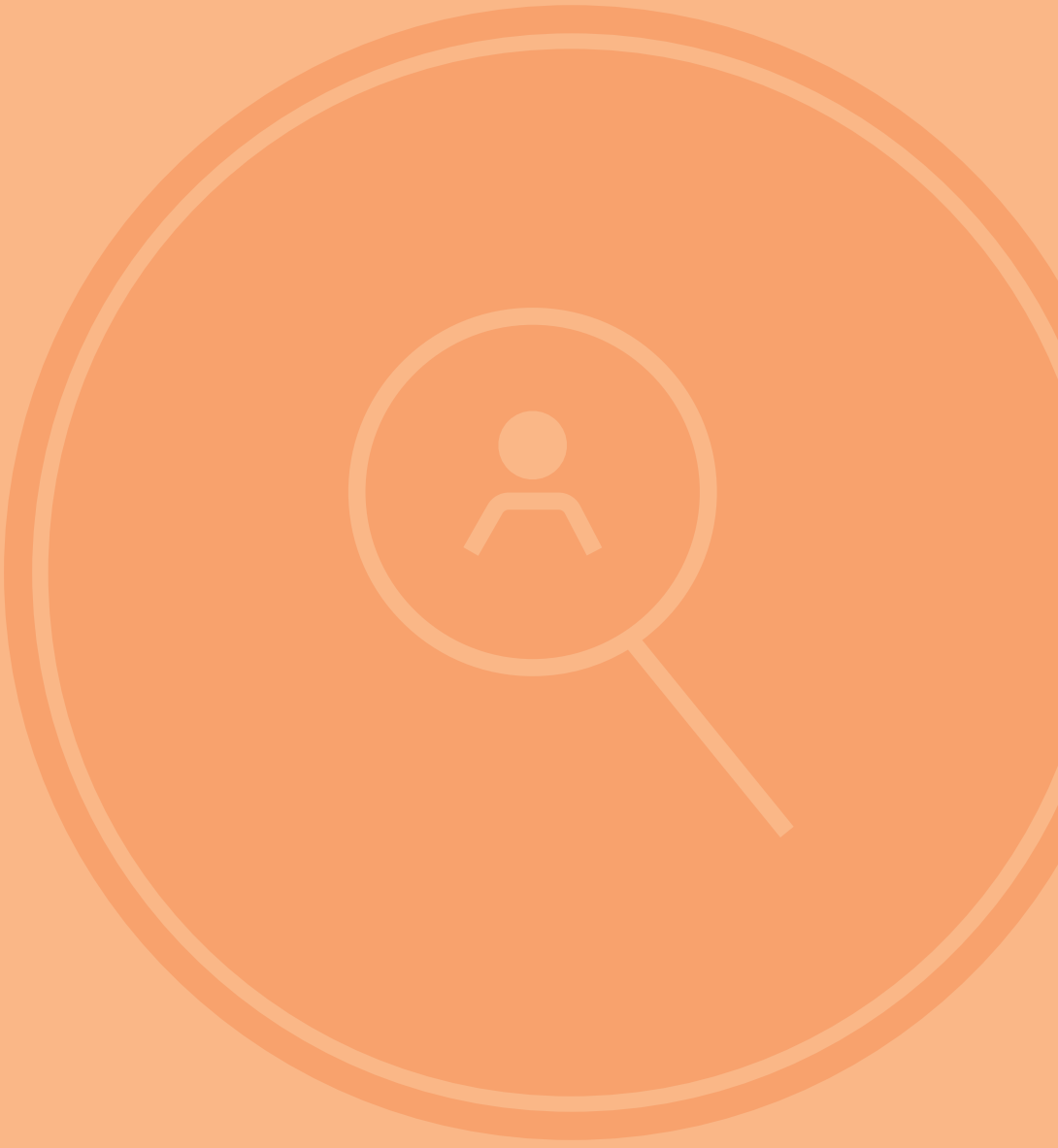
XING TalentService

Let XING handle your active sourcing for you



XING E-Recruiting

recruiting.xing.com/talentservice

Our experts find the right talents for you

Good companies need the right staff to become great companies. But finding the right people can be tricky, with recruiters spending 25% of their working hours trying to find good matches for their vacancies.[1] However, many companies lack the resources and know-how for successful active sourcing. That's where XING comes in as SMEs can take advantage of digitalisation by having XING's experts handle their active sourcing activities, including contacting and pre-qualifying matching candidates from among more than 19 million members on the leading online business network in German-speaking countries. You invest your time only in highly suitable talents, reduce your time to hire and reach your recruiting goal even faster.

95 %

95 % of employers have trouble filling vacancies.[2]

> 50 %

> 50 % of candidates prefer to be contacted directly.[3]

3 out of 10

3 out of 10 candidates wouldn't apply for a job if they hadn't been approached beforehand.[4]

3 x faster

The XING TalentService delivers results 3 times faster than conventional application processes.[5]

Your key benefits

Efficient

You only engage with highly suitable candidates that our experts find for you using targeted data analyses and personal pre-screening. This saves resources and leads to a major reduction in your time to hire.

Transparent

Based on our market data, we discuss your chances of filling your vacancy beforehand and give you a **delivery guarantee**[6]. You can also visit your personal dashboard at any time to browse the data analysed by our experts.

Relevant

By talking to candidates directly, our experts pass on honest feedback about how your employer brand is perceived, as well as valuable tips on how you can optimise your recruiting strategy. By publishing your vacancy in the XING job market, the visibility of your employer brand increases additionally.

Cost-effective

You receive a shortlist of an average of 4-5 candidates at an attractive fixed price. Regardless of how many you actually hire, it won't cost you a single euro more. This makes the XING TalentService even more worthwhile compared to conventional recruiting methods.

Choose precisely the right solution for you.

Looking to engage with **a screened selection of suitable candidates** interested in joining your company?

XING TalentService

In no more than 4 weeks you'll receive a **shortlist** with an average of 4-5 candidates perfectly suited to your requirements and willing to change jobs.

Experienced active sourcing experts search for talent using an **innovative algorithm**. They then talk to potential candidates, explaining the reasons why they should consider the exciting vacancy available at your company. This also offers an opportunity to find out whether someone is willing to change jobs, whether they're a good match for the role, and what their salary requirements are.

60-minute briefing based on the digital briefing form.

We guarantee at least one talent on your shortlist; otherwise your next project is free.

Including a job ad in XING Jobs, which we'll post and manage for you.

We'll reject any candidates you don't want to include in your hiring process.

€ 4,990
per vacancy

Or would you like to **actively approach** screened candidates **yourself**?

XING TalentService Longlist

In 7 days we'll deliver a **longlist** of 30 candidates found by an innovative algorithm and screened by our experienced team of experts to suit your requirements.

30-minute briefing based on the digital briefing form.

30 XING messages for directly approaching candidates on your longlist.

Communication kit to help you professionally and successfully engage with candidates.

€ 2,990
per vacancy

[1] ICR Active Sourcing Report 2018, [2] ICR Recruiting Trends 2018, [3] Monster Study Social Recruiting and Active Sourcing 2020, [4] Monster Study Social Recruiting and Active Sourcing 2019, [5] XING internal survey from May 2020, [6] You will receive at least one talent on your shortlist, otherwise your next XING TalentService project is free of charge.

The XING TalentService is the right choice for you:

Access to the largest candidate pool in D-A-CH

- Leading business network in D-A-CH with more than **19 million** members [5]
- **60%** of members are actively or passively looking for a job [5]
- Top data security thanks to **GDPR** compliance and German data protection law

Benefit from the know-how of our experts

- A transparent, data-based assessment of your chances of filling a vacancy
- Feedback on your employer brand, current recruiting strategy and tips for long-term optimisation
- Professional rejection of shortlisted talents you don't want to invite for an interview

Achieve success within 4 weeks thanks to innovative data matching

- Faster identification of suitable talent through data-based selection
- Use of innovative active sourcing tools such as XING TalentManager and intelligent algorithms from XING
- Selected talents are placed directly on your shortlist for viewing on your dashboard

Increased visibility for your employer brand on XING

- Your vacancies are posted in XING Jobs and the XING TalentService profile
- Benefit from the strong image of the XING brand through co-branding
- Optional integration of your existing employer profile to sharpen your employer brand

“The XING TalentService is unique in that seasoned experts offer you data-based matching and personal pre-screening in the leading business network in D-A-CH while also generating interest among prospective candidates, all at an unbeatable price.”

Stephan Rathgeber,
Director XING TalentService

Let us convince you too

4.4/5

average satisfaction rating of candidates approached.

98%

of clients received a shirtlist of suitable talents within 4 weeks.

4.8/5

average satisfaction rating of our clients.

Find out more at:
recruiting.xing.com/talentservice

XING E-Recruiting

Germany
New Work SE
Am Strandkai 1
20457 Hamburg
Phone: +49 40 419 131-784

Austria
NEW WORK AUSTRIA
XING kununu Prescreen GmbH
Schottenring 2 – 6
1010 Vienna
Phone: +43 1 236 7359-920

Switzerland
XING E-Recruiting Switzerland AG
Pfingstweidstrasse 106e
8005 Zurich
Phone: +41 41 662 02-01

e-recruiting@xing.com

recruiting.xing.com

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